

31456

**ADOPTED – BOARD OF TRUSTEES COMMUNITY COLLEGE
DISTRICT NO. 508
JUNE 7, 2012**

**BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 508
COUNTY OF COOK AND STATE OF ILLINOIS**

RESOLUTION

TO APPROVE

**TENTATIVE AGREEMENT FOR A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE BOARD
OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 508 AND THE FEDERATION OF
COLLEGE CLERICAL AND TECHNICAL PERSONNEL LOCAL 1708
AFT, IFT, AFLCIO**

WHEREAS, the Board and the Federation of College Clerical and Technical Personnel (“Local 1708”) are parties to a collective bargaining agreement effective July 1, 2005 through June 30, 2010;

WHEREAS, Board representatives have engaged in good faith collective bargaining with representatives of Local 1708 as required by law and have reached tentative agreements with respect to changes in wages, hours and other terms and conditions of employment of the employees represented by Local 1708;

WHEREAS, the terms of the agreement are set forth in the tentative agreement dated July 1, 2010 (See Exhibit A – Executive Summary Tentative Agreements for 2010-2016);

WHEREAS, the Chancellor recommends that the Board approve the tentative agreement;

NOW, THEREFORE BE IT RESOLVED, that the Board of Trustees of Community College District No. 508, County of Cook and State of Illinois, hereby:

1. Approves the tentative agreements reached by the Board representatives and Local 1708, as outlined in Exhibit A; and
2. Authorizes the Chancellor or her designee to draft a collective bargaining agreement consistent with the tentative agreement and to submit the collective bargaining agreement for execution by Local 1708 and the Board Chair.

June 7, 2012 - Office of the General Counsel

**BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT #508, CITY COLLEGES OF
CHICAGO**
&
**THE FEDERATION OF COLLEGE CLERICAL AND TECHNICAL PERSONNEL, LOCAL 1708,
IFT-AFT**

Executive Summary

Article/Section	Tentative Agreement
Duration	<u>6-year</u> Agreement: July 1, 2010 to June 30, 2016
Definitions, Article II(E)	Definition of ‘College Head’ is changed to College ‘President’ and the definition is change to reflect the President or Chief Administrator at any college. The change is reflected throughout the contract.
Union Activities, Article VII(A)(1) and (3)	The Union must give written notice to schedule a Union meeting at the College during normal operating hours
Union Activities, Article VII(B)	No more than two union members per department may leave before 3:30 p.m. to attend a Union Executive Council meeting
Attendance at Meetings of the Board, Article VIII(B)	The Agenda for CCC Board meetings are no longer mailed to the Union, but are posted on the CCC website
Insurance and Fringe Benefits, Article IX(E)	In the event that the Board raises the Group Auto Insurance benefit for another bargaining unit, Local 1708 automatically gets the same benefit
Insurance and Fringe Benefits, Article IX(F)	In the event that the Board raises the Homeowners and Renters policy benefit for another bargaining unit, Local 1708 automatically gets the same benefit
Insurance and Fringe Benefits, Article IX(G)	Flexible Spending Account (FSA) added, subject to IRS regulations
Insurance and Fringe Benefits, Article IX(I)	CCC offered annuities changed to reflect 403(b) and 457 Retirement Savings programs
Insurance and Fringe Benefits, Article IX(K)	Retirees shall receive a full tuition waiver for up to six (6) credit hours per semester
Insurance and Fringe Benefits, Article IX(I)	<u>Sick Leave payout:</u> 1) Employees hired after June 7, 2012 can accrue up to 200 sick days, but none are paid out upon retirement. 2) Employees hired before June 7, 2012 may accrue unlimited sick leave, but the payout is capped at the amount accrued as of July 1, 2014
Insurance and Fringe Benefits, Article IX(M)(new)	<u>Wellness:</u> In the event a Wellness Program is created for another bargaining unit, said Wellness program will become available to local 1708.
Employment Conditions, Article X(A)(1), (2) and (3)	<u>Initial employment policy:</u> CCC shall post the union contract, Board Rules, insurance information, pension information and tax sheltered annuity information on its website. Method of salary computation no longer needs to be provided to the employee.

Article/Section	Tentative Agreement
Employment Conditions, Article X(C)	Eliminated language allowing for a 10 month work schedule for employees employed on or before July 1, 1966.
Employment Conditions, Article X(E)	Notices of vacancies in the bargaining unit shall be posted on the CCC website for 10 days. A hard copy of the notice shall be sent to the Union president.
Employment Conditions, Article X(H)(1)	Holidays changed to reflect dates from 7/1/10 through 6/30/16
Employment Conditions, Article X(I)(7)	Employees given 24 hours notice of overtime, when practicable to give notice
Employment Conditions, Article X(I)(8)	Supper money will be paid upon presentation of an itemized receipt
Employment Conditions, Article X(I)(11)	Employees with banked comp time may turn down a voluntary transfer if the receiving campus refuses to transfer the backed comp time, or the transferring employee may have the comp time paid out in cash
Employment Conditions, Article X(K)(1)	Personnel files will be made available upon written request
Employment Conditions, Article X(M)(3)	Disciplinary notices shall contain the specific charges upon which the discipline is based
Employment Conditions, Article X(M)(4)	Disciplinary action may be taken prior to action of the Board or Chancellor
Employment Conditions, Article X(M)(8)	Employees suspended for egregious behavior as defined under the Board Rules shall remain in unpaid status.
Employment Conditions, Article X(M)(10)	Upon written request of the employee, all disciplinary records may be purged 18 months after the offense.
Employment Conditions, Article X(M)(11)	Newly established work rules must be sent to the Union 15 days prior to their effective date
Employment Conditions, Article X(M)(12)	Absences for bereavement leave, leave under Workers Compensation or for a hospitalized injury shall not be the basis for disciplinary action.
Employment Conditions, Article X(O)	Project employees Position Review Committee shall meet at least every six months
Employment Conditions, Article X(P)	Stipends for Special Assignment forms shall be available on CCC website

Article/Section	Tentative Agreement
Employment Conditions, Article X(Q)	<u>Drug Free Workplace:</u> 1) Employees who seek voluntary assistance for drug abuse cannot be disciplined for seeking help; 2) Employees who fail a drug test may receive a second test at no cost 3) Employees in pay status for drug testing 4) All information from drug tests shall be confidential
Employment Conditions, Article X(R)	<u>Security Cameras:</u> 1) The Union can review security cameras for purposed of grievance investigation upon written request 2) Union shall be given notice of all existing cameras and all scheduled installations
Employment Conditions, Article X(S)	<u>Personal safety:</u> Board will provide a safe working environment while employees are at work
Employment Conditions, Article X(T)	Employees shall have access to direct deposit
Seniority and Longevity, Article XIII	Reference to employees who transferred from CPS to CCC in 1966 are eliminated
Seniority and Longevity, Article XIII(C)(15)	Provisions of the reductions in force language shall apply to Project employees, but only between Project Employees
Appendix (B) and (C) Wages	<u>Across the Board wage increases:</u> 7/1/10 0% 7/1/11 3.5% 7/1/12 3.0% 7/1/13 3.5% 7/1/14 3.5% 7/1/15 3.5%
Appendix (B) and (C), Wages	<u>Wage Progression Plan:</u> 1. Employees hired through 12/31/12 shall be grandfathered into the current wage progression plan 2. Employees hired after 12/31/12 shall not be placed into the initial column of the wage progression plan, but shall not proceed through the steps 3. CCC shall have the sole discretion to offer new hires up to 5% more than the initial salary
Appendix D, Insurance	<u>Employee contributions to all insurance (health, dental & vision):</u> 1/1/2013 14% 1/1/2014 15%
Appendix D, Insurance	<u>HMO Co-Pays:</u> Preventive Care and Physician Services: Primary Care Physician \$25 copay per visit

Article/Section	Tentative Agreement																					
	Specialist Physician \$35 copay per visit Emergency Room: \$200 copay per visit Prescription Drugs Retail (30 day supply) Generic \$20 copay Brand Formulary \$30 copay Brand <u>Non-Formulary</u> \$45 copay Mail Order (90 day supply) 2 times retail copay																					
Appendix D, Insurance	<u>PPO Co-pays:</u> <table border="0" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;"></th> <th style="width: 35%; text-align: center;">In Network</th> <th style="width: 35%; text-align: center;">Out of Network</th> </tr> </thead> <tbody> <tr> <td>Annual deductible</td> <td style="text-align: center;">\$500/individual \$900/family</td> <td style="text-align: center;">\$1000/individual \$3000/family</td> </tr> <tr> <td>Out of Pocket limit</td> <td style="text-align: center;">\$2500/individual \$4000/family</td> <td style="text-align: center;">\$3000/individual \$9000/family</td> </tr> <tr> <td>Lifetime Maximum</td> <td colspan="2" style="text-align: center;">None</td> </tr> <tr> <td>Physician Services (after deductible)</td> <td style="text-align: center;">80% \$10/\$20 (PCP/Specialist)</td> <td style="text-align: center;">70%</td> </tr> <tr> <td>Hospital Services (after deductible)</td> <td style="text-align: center;">80% \$100 copay</td> <td style="text-align: center;">70%</td> </tr> <tr> <td>Emergency Room</td> <td style="text-align: center;">\$175 copay</td> <td style="text-align: center;">\$100 copay</td> </tr> </tbody> </table>		In Network	Out of Network	Annual deductible	\$500/individual \$900/family	\$1000/individual \$3000/family	Out of Pocket limit	\$2500/individual \$4000/family	\$3000/individual \$9000/family	Lifetime Maximum	None		Physician Services (after deductible)	80% \$10/\$20 (PCP/Specialist)	70%	Hospital Services (after deductible)	80% \$100 copay	70%	Emergency Room	\$175 copay	\$100 copay
	In Network	Out of Network																				
Annual deductible	\$500/individual \$900/family	\$1000/individual \$3000/family																				
Out of Pocket limit	\$2500/individual \$4000/family	\$3000/individual \$9000/family																				
Lifetime Maximum	None																					
Physician Services (after deductible)	80% \$10/\$20 (PCP/Specialist)	70%																				
Hospital Services (after deductible)	80% \$100 copay	70%																				
Emergency Room	\$175 copay	\$100 copay																				
Appendix F, Tuition Reimbursement	Application package for tuition reimbursement must be submitted for approval within 60 days of the first class																					
Classification Review committee	Committee shall meet every six months																					
City Wellness Plan	The Union will work with CCC to implement the City's Wellness Plan																					
Classification Grievance	CCC will give a decision in writing, including rationale, for eleven positions which have been recommended for review by the Classification Committee																					
Step II Grievances	CCC agrees to schedule and hear any Step 2 grievance as of March 30, 2012 within 90 days of ratification of the Agreement																					
Compensation Committee	CCC and Local 1708 agree to meet following ratification of the contract to continue discussion of possible compensation formulas for new hires not entering the progression step plan. The recommendation of the committee shall be presented to the Chancellor for review, and if rejected, the parties shall mediate the dispute to arrive at an agreeable solution. Should the parties not agree to a compensation plan after mediation, the parties agree to readdress the issue of compensation for new hires during the next bargaining period.																					